Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Army (and below)

For 4th Quarter 2014 for period ending September 30, 2015

This report is based on the Complaint Against hierarchy.

_			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2015Thru09-30
	2010	2011	2012	2013	2014	2015111ru09-30
Number of Complaints Filed	1320	1283	1226	1144	1267	1273
Number of Complainants	1239	1205	1157	1065	1206	1210
Repeat Filers	71	65	62	66	57	55

Complaints by Pasis			Com	parativ	e Data	l
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Race	587	506	482	456	474	503
Color	140	118	106	106	117	157
Religion	58	50	44	52	48	66
Reprisal	490	528	504	488	501	575
Sex	495	489	460	406	504	489
PDA	0	0	0	1	4	0

National Origin	121	144	138	148	124	150
Equal Pay Act	1	0	4	1	2	3
Age	318	332	336	314	333	350
Disability	316	315	342	348	408	346
Genetics	0	0	3	2	4	0
Non-EEO	25	31	29	31	36	32
			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Appointment/Hire	87	77	84	62	79	101
Assignment of Duties	107	122	106	144	135	131
Awards	29	20	26	29	18	39
Conversion to Full-time	2	2	0	0	1	0
Disciplinary Action						
Demotion	5	0	5	1	3	6
Reprimand	114	122	127	136	132	112
Suspension	59	67	62	59	65	66
Removal	34	33	25	33	34	28
Other	0	0	0	0	0	0
Duty Hours	28	16	23	27	20	17
Evaluation Appraisal	151	141	132	144	145	152
Examination/Test	3	6	5	2	6	3
Harassment						
Non-Sexual	503	482	490	511	576	594

Sexual		61	67	63	3	56	72	53
Medical Examination		12	9	12	2	7	5	4
Pay (Including Overtime)		50	51	46	5	44	49	48
Promotion/Non-Selection		237	207	17	4	160	163	198
Reassignment								
Denied		14	10	17	7	15	17	13
Directed		41	40	48	3	39	37	39
Reasonable Accommodation	on	53	84	74	4	82	75	100
Reinstatement		1	2	0		2	0	3
Retirement		5	20	13	3	10	6	11
Termination		138	133	13	3	119	89	87
Terms/Conditions of Empl	loyment	113	107	13	5	121	133	128
Time and Attendance		64	81	68	3	83	86	68
Training		62	57	41	1	49	42	42
Other		26	31	22	2	14	19	28
			Co	mpa	ara	tive I	Data	
Processing Time		Previou	s Fisca	l Ye	ar	Data		2014Thru09-
	2010	2011	201	2	20	13	2014	30
Complaints pending during	g fiscal yo	ear		-				
Average number of days in investigation	202.53	234.54	258.3	31	280).48	212.72	200.85
Average number of days in final action	45.1	54.38	70.9	2	2 74.9		144.18	154.5
Complaint pending during	fiscal year	ar where	hearin	ıg wa	as r	eque	sted	,
Average number of days in investigation	206.69	247.58	262.9	92	286	5.47	212.56	199.64
Average number of days in final action	17.95	30	44.4	4	39	.42	80.81	78.69

Complaint pending during	g fisc	cal y	year '	whe	re he	earii	ng v	vas	not 1	eque	ested			
Average number of days in investigation	19	2.8	8	193	2	257.	.26	2	67.8	21	0.81	20	7.01	
Average number of days in final action	6.	3.18	3 5	59.5	4	110.	.66	13	30.39	22	5.54	262	2.39	
							Co	mp	oarat	ive I	D ata			
Complaints Dismissed Agency	by			Pre	viou	s Fi	isca	lΥ	ear I)ata		2015T	hru09-	
			2010) 2	2011	. 2	2012	2	2013	3 2	014	3	0	
Total Complaints Dismiss by Agency	sed		256		311		234		237		224	202		
Average days pending pridismissal	or to	•	34.80	4.86 37.09 43.69 48.45 36.75 43							43	.96		
Con	npla	ints	s Wi	Withdrawn by Complainants								1		
Total Complaints Withdra by Complainants	ıwn		149		144		100)	122	1	111	105		
						Co	mp	ara	ative	Data	a			
Total Final Agency			Pre	viou	ıs Fi	scal	l Ye	ear	Data	1		20145T	hru09-	
Actions Finding Discrimination	20	10	20)11	2	012	2	20	13	20	14	3	0	
	#	%	#	%	#	9/	6	#	%	#	%	#	%	
Total Number Findings	13		7		10			11		14		10		
Without Hearing	7	54	1	14	2	20	0	2	18	5	36	4	40	
With Hearing	6	46	6	86	8	8	0	9	82	9	64	6	60	

Findings of					(Compa	arati	ve D	ata			
Discrimination Rendered by Basis			Pr		2015T	hru09-						
Note: Complaints can	20	10	2	011	20)12	20	13	20	14	3	0
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	13		7		10		11		14		10	
Race	9	69	2	29	3	30	4	36	2	14	0	0
Color	1	8	0	0	0	0	0	0	2	14	0	0
Religion	0	0	0	0	1	10	0	0	1	7	0	0
Reprisal	4	31	4	57	7	70	4	36	6	43	7	70
Sex	2	15	2	29	1	10	1	9	2	14	1	10
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	8	0	0	1	10	0	0	2	14	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	8	0	0	2	20	3	27	0	0	0	0
Disability	2	15	0	0	1	10	2	18	4	29	3	30
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	2	14	0	0
Findings After Hearing	6		6		8		9		9		6	
Race	3	50	2	33	2	25	4	44	1	11	0	0
Color	1	17	0	0	0	0	0	0	2	22	0	0
Religion	0	0	0	0	1	13	0	0	1	11	0	0

Reprisal	4	67	4	67	5	63	3	33	5	56	4	67
Sex	2	33	1	17	1	13	1	11	1	11	1	17
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	17	0	0	2	25	3	33	0	0	0	0
Disability	2	33	0	0	1	13	1	11	1	11	2	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	2	22	0	0
Findings Without Hearing	7		1		2		2		5		4	
Race	6	86	0	0	1	50	0	0	1	20	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	2	100	1	50	1	20	3	75
Sex	0	0	1	100	0	0	0	0	1	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	14	0	0	1	50	0	0	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	3	60	1	25
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

						Comp	arat	ive I)ata			
Findings of			Pr	eviou	s Fis	cal Ye	ear I)ata			20145T	`hru09-
Discrimination Rendered by Issue	20	10	2	011	20)12	20	13	20	14	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	13		5		10		10		14		10	
Appointment/Hire	2	15	0	0	0	0	0	0	1	7	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	10
Awards	1	8	0	0	0	0	0	0	0	0	1	10
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	10	0	0	1	10
Suspension	0	0	0	0	0	0	1	10	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	10
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	10	0	0	1	7	0	0
Evaluation Appraisal	0	0	0	0	1	10	0	0	1	7	0	0
Examination/Test	0	0	0	0	0	0	1	10	0	0	0	0
Harassment					-						-	
Non-Sexual	6	46	4	80	6	60	1	10	7	50	3	30
Sexual	0	0	0	0	0	0	0	0	1	7	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	3	23	1	20	0	0	4	40	1	7	1	10

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	8	0	0	0	0	0	0	1	7	0	0
Reasonable Accommodation	1	8	0	0	0	0	1	10	1	7	1	10
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	8	0	0	2	20	2	20	1	7	2	20
Terms/Conditions of Employment	0	0	0	0	0	0	1	10	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	10	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	2	14	0	0
							'					
Findings After Hearing	6		4		8		8		9		6	
Appointment/Hire	2	33	0	0	0	0	0	0	1	11	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	17
Suspension	0	0	0	0	0	0	1	13	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	17
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	13	0	0	1	11	0	0

	1		1		Т				1			
Evaluation Appraisal	0	0	0	0	1	13	0	0	1	11	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-		-					-			
Non-Sexual	0	0	3	75	4	50	1	13	4	44	1	17
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	3	50	1	25	0	0	4	50	1	11	1	17
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	17	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	17	0	0	0	0	1	13	0	0	1	17
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	17	0	0	2	25	2	25	1	11	2	33
Terms/Conditions of Employment	0	0	0	0	0	0	1	13	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	13	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	2	22	0	0
Findings Without Hearing	7		1		2		2		5		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	25

Awards	1	14	0	0	0	0	0	0	0	0	1	25
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	50	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	50	0	0	0	0
Harassment												
Non-Sexual	6	86	1	100	2	100	0	0	3	60	2	50
Sexual	0	0	0	0	0	0	0	0	1	20	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	20	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	20	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

	1	1	_				1			1 1		1			
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0			
Training	0	0	0	0	0	0	0	0	0	0	0	0			
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0			
							Com	para	ativ	e Data	ì				
Pending Complaint Previous Fiscal Years				Pr	evio	us I	iscal '	Year	Da	ıta	2014T	hru09-			
	•			2010	20	11	2012	201	3	2014	3	30			
Total complaints from Fiscal Years	previ	ious		403 414 494 661 824 99								96			
Total Complainants				365	38	32	446	60	0	748	89	92			
Number complaints p	endi	ng													
Investigation				30	2	2	36	28	3	21	2	25			
ROI issued, pendin Complainant's action	_			11	6	5	21	19)	12	1	9			
Hearing				340	35	57	399	56	9	647	72	26			
Final Agency Action	on			22	2	9	38	45	5	144	22	26			
Appeal with EEOC Federal Operations		ice o	f	*	k	k	*	22	9	241	22	21			
			Comparative Data												
Complaint Investi	gatio	ons		Pr	evio	us I	Fiscal `	Year	Da	ıta	2014T	hru09-			
				2010	20	11	2012	201	13	2014	14 30				
Pending Complaints W Investigations Exceed I Time Frames		ired		110	12	20	232	14	6	65	32				